Ford Mainwaring

TRUSTED BUILDING SERVICES ENGINEERS



SUSTAINABILITY REPORT

2025

MD's Message



Daniel Bailey
MD, Ford Mainwaring

At Ford Mainwaring, sustainability isn't a side initiative - it's central to how we operate. As a trusted partner across some of the UK's most secure and sensitive environments, we know that lasting impact starts with responsible practice.

This year, we're proud to share how our continued investment in Environmental, Social and Governance (ESG) principles is driving measurable progress across the business.

From being awarded an EcoVadis Silver rating, to significantly reducing energy use per employee, we're making strides that not only support our clients' goals, but also protect the communities and environments we serve.

Our report reflects a year of meaningful action, whether through diverting over 99% of waste from landfill, advancing our use of energy-efficient equipment, or reaffirming our commitment to fair labour, diversity, and safe working conditions.

As we look ahead, we remain committed to transparency, continuous improvement, and collaborating with our partners to create a more sustainable future - one project at a time.

99%

of project and operational waste was diverted from landfill by implementing recycling and material recovery programs.

100%

of recruitment events attended in 2024 were focused on attracting candidates from diverse background.

Table of Content

CEO's Message	01	Operational Highlights	07
Company Overview	02	Corporate Social Responsibility (CSR)	08
Financial Highlights	03	Human Resources Report	09
Year in Reviews	04	Innovation and R&D	10
Performance Overview	05	Future Roadmap	11
Financial Performance	06	Our Best Team	12



Our Role in a Sustainable Future



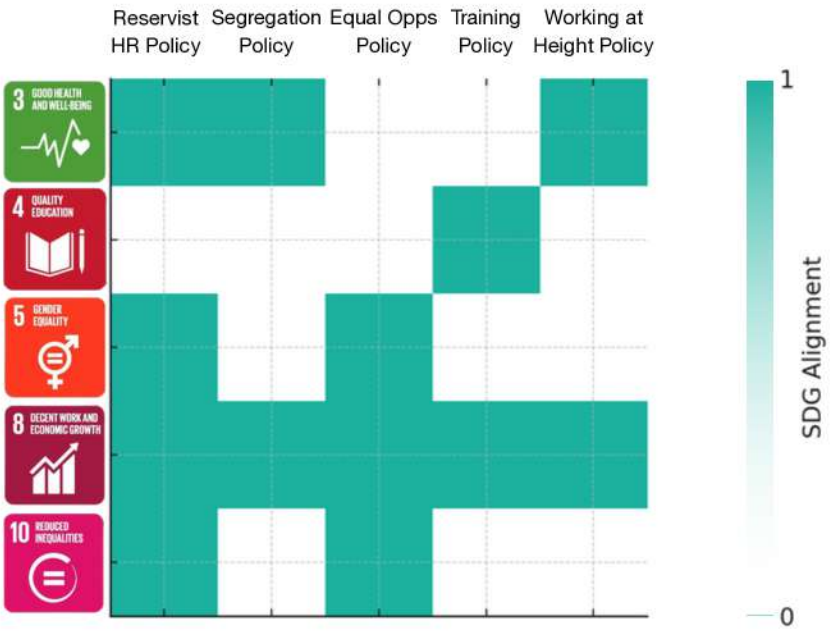
The United Nations Sustainable Development Goals (SDGs) provide a global blueprint for a better and more sustainable future. At Ford Mainwaring, we're proud to contribute to this agenda through the work we do every day.

Our projects directly support SDG 9 (Industry, Innovation and Infrastructure) and SDG 11 (Sustainable Cities and Communities) — from upgrading essential building systems to installing low-carbon technologies like EV chargers and solar panels. These efforts help make public services more resilient, efficient, and future-ready.

We also support a broader range of goals through our commitment to safe workplaces, fair wages, inclusive recruitment, and responsible resource use - reinforcing our alignment with SDGs 3, 4, 5, 8, and 10.

Sustainability for us means more than reducing impact - it means creating value that lasts. Through smart solutions, ethical practices, and ongoing collaboration, we're helping shape stronger communities and a more sustainable built environment.

Ford Mainwaring Policy Alignment with UN SDGs



LABOUR AND HUMAN RIGHTS



Employee Health, Safety, and Well-being



Target: Reduce lost-time injuries by 20% over the next five years

Lost time injury severity rate for direct workforce: 0.02 days lost per 1,000 hours worked

Lost time injury frequency rate for direct workforce: 8.09 days lost per 1,000,000 hours worked

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Employee Fair Wages and Working Conditions

All employees are paid at or above the UK National Minimum Wage or Living Wage depending on age and role.

Our work schedules comply with the UK Working Time Regulations 1998, which includes the 48-hour average workweek limit, rest breaks, and paid holidays.

Diversity, Equity, and Inclusion



Target: Ensure that at least 30% of recruitment efforts focus on attracting candidates from diverse backgrounds



of recruitment events attended in 2024 were focused on attracting candidates from diverse backgrounds, including age and armed forces veterans.

Employee Training and Development

Target: Invest a minimum of £500 per employee annually in training programmes.

Total annual training expenditure: **£16,210.25**

Total number of employees over the course of 2024: **76**

GBP per employee: **£213.29**

Stakeholder Engagement

Target: Conduct annual stakeholder engagement sessions to review and improve labour and human rights practices.



stakeholder engagement sessions in 2024



engagement session held so far in 2025, with another session planned for Summer.



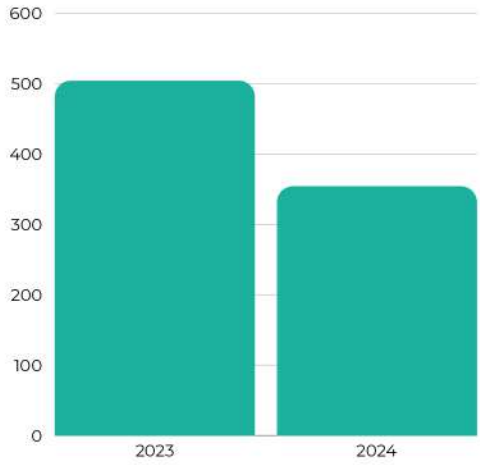
ENVIRONMENT



Energy Consumption



Target: Reduce energy consumption in our operations by 10% per employee by 2030, using 2023 as the baseline.

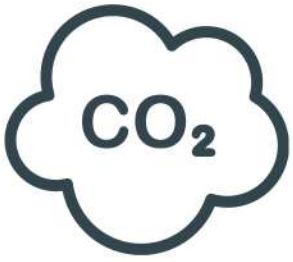


Energy consumption (kWh) on an annual basis, by employee:

2023: 27,233.56 kWh
(504.32 kWh per employee, per year)

2024: 26,915.18 kWh
(354.15 kWh per employee, per year)

GHG Emissions

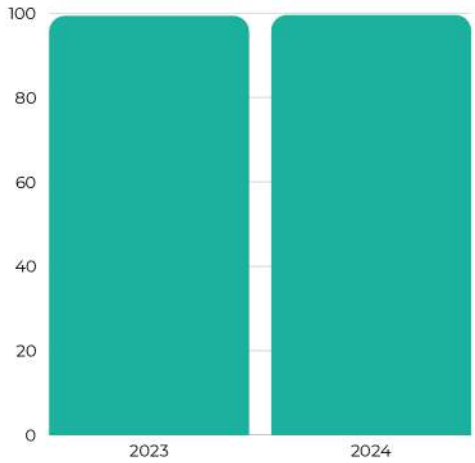


Target: Decrease CO_2 emissions from company-owned vehicles by 15% per vehicle by 2030.

Year	CO_2 emissions (tonnes)
2023	24.16
2024	31.66

Waste Management

Target: Divert at least 97% of project and operational waste away from landfills by implementing recycling and material recovery programs by 2030.

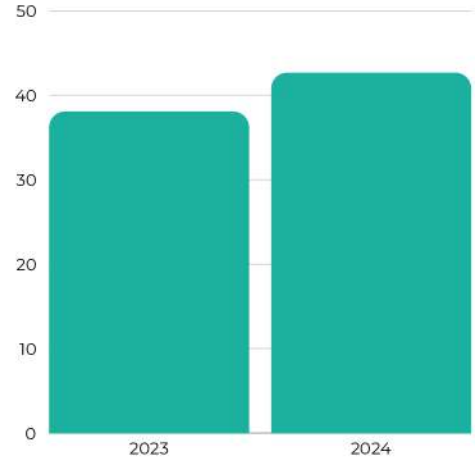


In 2023, **99.29%** of project and operational waste was diverted from landfill.

In 2024, **99.51%** of project and operational waste was diverted from landfill.

Sustainable Resource Use

Target: Increase the proportion of energy-efficient equipment used in our installations to 30% by 2030.

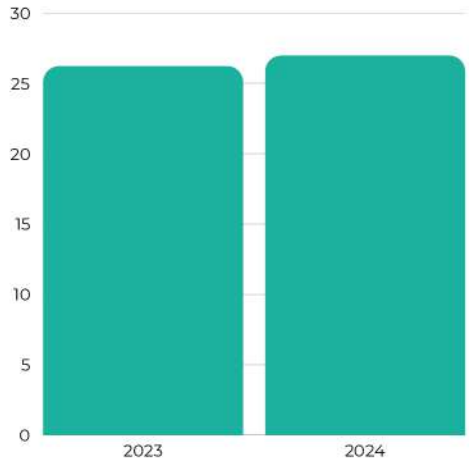


In 2023, **38.07%** of installations used energy-efficient equipment.

In 2024, **42.67%** of installations used energy-efficient equipment.

Collaboration with Clients and Stakeholders

Target: Engage with at least 80% of our clients and suppliers annually to ensure alignment with environmental standards and encourage sustainable practices in the supply chain.



We engaged with all clients and suppliers to assess their alignment with environmental standards.

In 2023, **26.22%** of clients and suppliers were engaged in environmental standards and sustainable practices.

In 2024, **26.97%** were engaged in environmental standards and sustainable practices.



Social Value in Numbers

We have been proud to take part in the following social value activities since 2023:

Philanthropy

11

philanthropic activities were carried out, including staff fundraising for charity and donating to Shaw Education Trust's Christmas Gift Initiative.

Community Involvement

20

acts of community involvement, including taking on a local T-level student for work experience, giving a career talk to Building Services Engineering students, and supporting local veterans at a Support Network event.

Sustainable Innovation

9

activities for sustainable innovation, including launching new staff benefits, offering guaranteed interviews to veterans, and taking on four local apprentices.







Looking Ahead



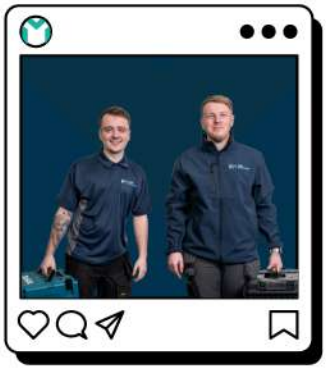
As this report shows, our sustainability journey is one of real progress — but also of honest reflection. While we've made meaningful strides in areas like waste diversion, energy efficiency, and responsible sourcing, we know there is more work to do.

We're especially aware of where our performance needs to improve — whether it's increasing engagement across our supply chain, enhancing training participation, or embedding environmental practices more deeply into every part of our operations. By being transparent about these gaps, we hold ourselves accountable not only to our clients and partners, but to the communities and environments we work in.

Sustainability is a long-term commitment, not a destination. And as we move forward, we do so with the belief that better is always possible — through collaboration and continuous learning.

Together, we're building something that lasts.

Keep in Touch



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